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Business Management Program
Programme de gestion des affaires

Non-DVM Wage Report

2025 MANITOBA

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Introduction

Information for non-DVM wages and benefits comes from the 2025 Manitoba Practice Owners Economic Survey. This information reflects current wages and benefits for 226 non-DVM staff from 15 veterinary hospitals in 2025. Wages are broken down by type of employment, years employed and area of the province. Benefits are presented for all non-DVM staff as a collective group.

To maintain confidentiality, figures that contain less than three observations are shown as “n/a” or are omitted from tables.

Hourly Wage and Weeks of Vacation by Type and Length of Employment

Employee Type	Length of Employment	Median Hourly Wage (\$)	Median Weeks of Vacation
Receptionist 50 Responding	Less than 1 Year	17.25	2.0
	1 – 2 Years	18.50	2.0
	3 – 5 Years	20.10	2.0
	6 – 10 Years	19.66	3.0
	All Respondents	19.28	2.0
Registered Technologist 54 Responding	Less than 1 Year	27.00	3.0
	1 – 2 Years	25.52	2.0
	3 – 5 Years	27.50	2.0
	6 – 10 Years	28.15	3.0
	11 – 15 Years	31.00	4.0
	Greater than 15 Years	35.05	4.0
	All Respondents	27.73	3.0
Non-Registered Assistant 43 Responding	Less than 1 Year	17.00	2.0
	1 – 2 Years	18.75	2.0
	3 – 5 Years	20.50	2.0
	6 – 10 Years	24.00	2.0
	All Respondents	19.23	2.0
Kennel Assistant 10 Responding	1 – 2 Years	17.05	2.0
	All Respondents	17.05	2.0
Office Manager 4 Responding	All Respondents	25.50	4.0
Practice Administrator 3 Responding	All Respondents	44.71	5.0
Practice Manager 8 Responding	1 – 2 Years	45.67	3.0
	6 – 10 Years	36.73	4.0
	All Respondents	38.46	3.5

Table 1. Median hourly wage and weeks of vacation stratified by type of employee and years employed.

Hourly Wage by Area – Registered Technologist and Non-Registered Assistant

Area	Registered Technologist		Non-Registered Assistant	
	Median Wage (\$)	# Responding	Median Wage (\$)	# Responding
Winnipeg	27.58	41	18.75	32
Interlake	28.55	8	16.50	3
Parklands	n/a	2	n/a	0
South Central	n/a	2	n/a	2
Southeast	25.35	12	n/a	0
North	n/a	2	n/a	2
North Central	n/a	0	20.00	3
Southwest	n/a	2	n/a	1

Table 2. Registered Technologist and Non-Registered Assistant median hourly wage stratified by area of the province.

Hourly Wage by Area – Receptionist and Kennel Assistant

Area	Receptionist		Kennel Assistant	
	Median Wage (\$)	# Responding	Median Wage	# Responding
Winnipeg	19.23	37	17.22	8
Interlake	17.30	7	n/a	2
Parklands	n/a	1	n/a	0
South Central	n/a	2	n/a	0
Southeast	n/a	0	n/a	0
North	n/a	0	n/a	0
North Central	20.00	3	n/a	0
Southwest	n/a	1	n/a	0

Table 3. Receptionist and Kennel Assistant median hourly wage stratified by area of the province.

Year-Over-Year Comparison

Employee Type	2024 Median Hourly Wage	2025 Median Hourly Wage	Change
Receptionist	18.25	19.28	6%
Registered Technologist	26.50	27.73	5%
Non-Registered Assistant	17.25	19.23	11%
Kennel Assistant	16.29	17.05	5%
Office Manager	28.43	25.50	-10%
Practice Manager	40.72	38.46	-6%

Table 4. Median hourly wage, stratified by type of employee, for 2024 and 2025.

Health and Dental Insurance



Figure 1. Hospital's share of health and dental insurance for non-DVM staff.

The majority of responding veterinary hospitals (86%) indicated that they provided this benefit to their non-DVM Staff. The data was split, with 38% both responding that the hospital covered 50%, and another 38% indicating that the hospital covered 100% of the cost of this insurance.

Veterinary Care Discounts

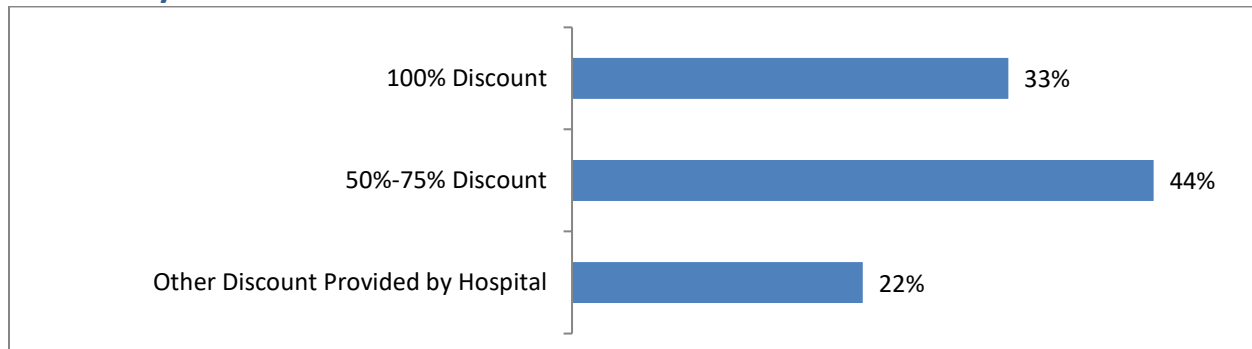


Figure 2. Veterinary care discounts for non-DVM staff.

All hospitals offered some form of veterinary care discount to staff with the largest group (44%) offering a discount between 50% and 75%. An additional 33% offered to cover the entire cost.

Veterinary Product Discounts

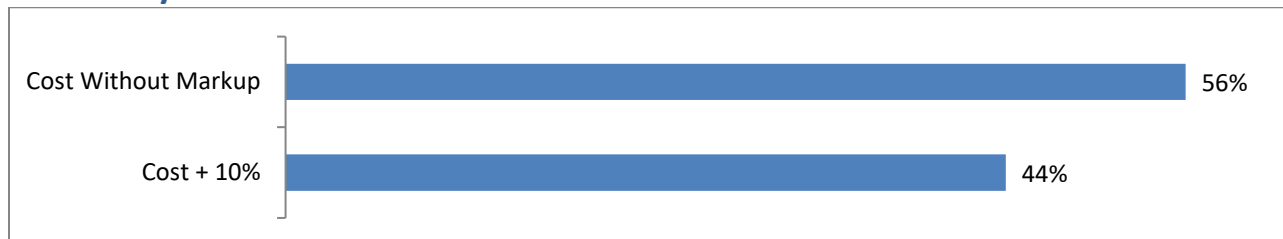


Figure 3. Veterinary product discounts for non-DVM staff.

Over half (56%) provided veterinary products at cost without markup and 44% offered products at cost plus 10%.

Voluntary Association Dues

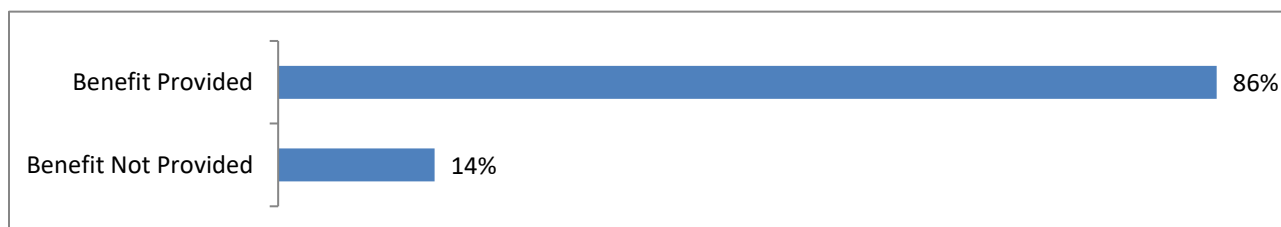


Figure 4. Percentage of veterinary hospitals providing reimbursement of voluntary association dues for non-DVM staff.

The majority of responding veterinary hospitals (86%) indicated that they provided non-DVM staff with reimbursement for their voluntary association dues. Of those hospitals that provided this benefit, all indicated that they covered the cost of voluntary association dues in full.

License/Certification

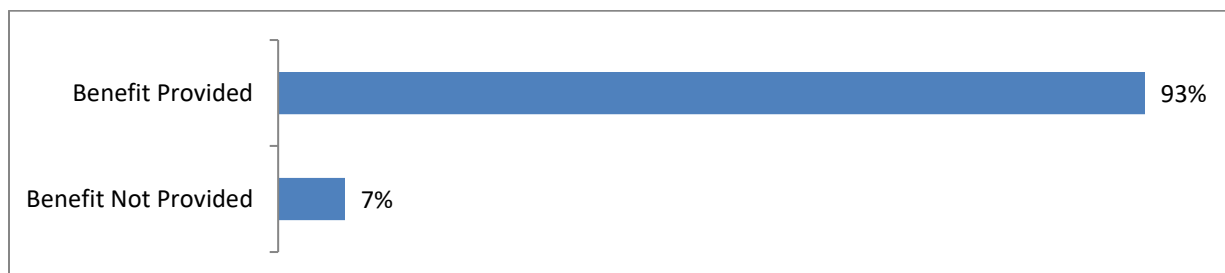


Figure 5. Percentage of veterinary hospitals providing reimbursement of license/certification cost for non-DVM staff.

Nearly all responding veterinary hospitals (93%) provided non-DVM staff with reimbursement for license/certification. All those providing this benefit did so by paying for the cost of licensure or certification in full.